



INITIATIVES

Department of Labor Employment & Training
Administration Region 2 - Summer 2005

DEPARTMENT OF LABOR NEWS

TEGL 16-04: ETA Issues Guidance on Self-Employment and Entrepreneurial Training under the Workforce Investment Act

This guidance encourages the workforce investment system to make entrepreneurial training opportunities available for people interested in self-employment under Title I of the Workforce Investment Act of 1998. States and State Workforce Agencies are being requested to advocate that local boards consider entrepreneurial programs for WIA customers as part of their menu of services and to explore appropriate partnerships with these training programs.

TEN 17-04: ETA Advises Workforce System of National Mystery Shopping Project

ETA is charged with providing executive leadership for the nation's public workforce investment system, including the nationwide system of One-Stop Career centers. Mystery Shopping is a method of assessing service quality and consistency within industries or firms that relies on individuals posing as customers (or shoppers) to assess services and operations. While Mystery Shopping is a practice commonly used in the private sector, and more recently by public entities, this project seeks to go beyond looking solely at front-end service quality to providing an assessment of demand-driven attributes as reflected in day-to-day operations in the One-Stop Career Centers.

Changes in State Leadership:

DELAWARE - Thomas Sharp has been named as Secretary of Labor. Robert Strong is now Director of the Division of Employment and Training.

WEST VIRGINIA – Ron Radcliff is the new Director of the Governor's Workforce Investment Division.

Regional ETA Compliance Review Findings / Effective Practices

Regional ETA staff packed and unpacked luggage frequently in February, March and April while traveling to conduct compliance reviews of states and local workforce areas. Through dialog, observing delivery of services and reviewing participant files, staff gathered information determinative of compliance with the Workforce Investment Act's (WIA) Adult, Dislocated Worker, Youth Wagner-Peyser, Trade and fiscal regulations. Some key findings of non-compliance are summarized below:

Local Monitoring: WIA provides that states annually monitor their local workforce areas' compliance. ETA teams found inconsistent monitoring by states and that some states' monitoring guides were in need of revision.

Attachment of Grant Assurances to Agreements: Reviewers found that the requirement of attaching certifications regarding debarment, suspension, lobbying, drug-free workplace and equal opportunity to be casually or not adhered to at all.

Technical Assistance to Underperforming Locals: Some states have not implemented WIA-required processes for providing consistent technical assistance to local areas not meeting performance measures.

Contracts: Reviewers found contracts/agreements with Title I Operators not containing termination clauses.

Absence of Required Follow-up Services: Some adult and youth case file reviews did not contain documentation of required follow-up services.

ETA offers technical assistance to resolve all non-compliance issues and monitors movement through Corrective Action Plans.

It is also ETA's intention to share **EFFECTIVE PRACTICES**. We would like to highlight the following:

Interagency Collaborative Team (West Virginia)

Established by the West Virginia Legislature in 2002, the Workforce Investment Interagency Collaborative Team (ICT) includes eight agencies with 26 members. It is the single state-level interagency group for addressing issues and concerns regarding building and maintaining the most effective and efficient implementation of the overall workforce development system in West Virginia. The State-Level Partners Memorandum of Understanding reflects the commitment of partner agencies to continue to work toward increased integration in customer referral, assessments and cross-training. Since its formation, the ICT has provided a forum in which member agency staff has become more familiar with the scope of state workforce development activities. The ICT provides a conduit to field personnel, a greater depth of understanding of operations at the One-Stop level and has led to agreements to share assessments and data.

State/Local Skills Training – Maryland

This program helps fund staff training for small businesses. Local areas target industries for skills upgrade training. The locals market to employers seeking entry level workers and help them identify training needs. When an employer's proposal is approved, the program matches employer contributions up to 50 percent. Results include wage increases and promotional opportunities. The program announcement was made in conjunction with the Small Business Administration.

Business Service Team - Baltimore County (MD)

A Business Services Team works in partnership with economic development partners to conduct employer

outreach. The team brokers access to employment training programs, including a customized job training program. Baltimore County's targeted industries are: manufacturing, bioscience, interactive entertainment and health care. The business services consultants are receiving training from Maryland's Training Institute to become certified business service consultants.

One-Stop Center WIB-WORK Line - Southern Alleghenies (PA) Planning & Development Commission (SAPDC)

For nearly four years, the Southern Alleghenies Workforce Development Board has reached out to customers and employers via television commercials and billboards promoting their services and the 866-*WIB-Work* telephone number. The mission of this initiative is really public education- promoting the services of the One Stops. Based on a caller's exchange, the telephone system can direct job seekers and businesses to the most appropriate of the six CareerLinks (One-Stops) in the SAPDC region. They have made the service available to other local areas in western Pennsylvania.

Adult and Dislocated Worker Paid Internship Program (SAPDC)

The Southern Alleghenies Planning and Development Workforce Investment Board has designed paid work experience programs for WIA Title I eligible adults and dislocated workers to obtain skills in fields they'd like to enter but in which they have limited experience.

The recently implemented program pays for work experiences for 40 hours/week to a total of 1040 hours; supportive services such as child care are offered. It is already seeing successes with over 10 employers currently participating. Four adults have been placed at the work sites, with new participants and sites being screened every day. One individual completed her work experience and moved from SSI as her sole source of income to a secretarial position with a law firm earning \$10.25 an hour. Information technology and health care are industries where customers have also been placed.

Job Developing/Ready Referrals – Westmoreland/Fayette (PA)

This local area:

- has decided to concentrate on conducting more visits to WIB members who are employers;
- record its account representatives' visits to employers in a data base and generate quarterly and monthly outcome information: job orders, OJT opportunities, placements, and
- has its account representatives carry resumes of job-ready customers when visiting employers to provide for instant referral of appropriate candidates.

Independent Monitor (Pocono County, PA)

The Pocono Counties Workforce Investment Area employs an independent, WIA-knowledgeable, objective monitor to evaluate its Title 1 programs at the Operator and One-Stop levels. The Workforce Investment Board is informed of findings. Using an autonomous monitor frees valuable, limited staff resources and has proven to be an integral asset to the Workforce Investment Board.

Industry Cluster Initiative (Central Pennsylvania)

The Central Pennsylvania Workforce Investment Board (WIB) has identified Diversified Manufacturing, Lumber and Wood Products, Health Care and Education as the four leading industry clusters that appear to have a competitive advantage in their region. These four clusters account for about 50% of the region's employment and represent hundreds of individual employers and tens of thousands of employees and occupations. Research and analysis is continuing and the CPWDC has mapped the remaining 50% of the region's industries into twelve key economic sectors; Agriculture, Construction, Entertainment, Finance, Information, Miscellaneous Manufacturing, Professional Services, Public Administration, Retail, Transportation, Unclassified and Wholesale. In this process the WIB has engaged most of the region's major workforce and economic development agencies and post-secondary institutions, manufacturing associations and representatives from the specific industry clusters. The Industry Cluster Initiative is an excellent example of sector specific initiatives being managed by local WIBs across Pennsylvania.

***Quick Fact* – Court Reporting**

DOL projects that court reporting and related jobs in deposition recording and broadcast captioning employment opportunities will grow as fast as the average of all occupations through 2012.

Court/deposition reporters earn an average of \$60,000+ per year based on a five-year average. Broadcast captioners can earn from \$45,000 - \$75,000 and independent contractors can earn from \$36,000 upwards dependant upon on-air hours worked. Most of the estimated 50,000 court reporters in the U.S. work freelance for attorneys creating verbatim transcripts of pre-trial depositions of potential witnesses. Approximately 27% work in courtrooms. Source: National Court Reporters Association

Regional Economic News

VIRGINIA

IBM to Locate Major Consulting Unit in

Virginia: IBM would invest \$10 million to expand in Fairfax County and create 1,250 new jobs. The new jobs are part of IBM's public sector consulting unit, which is involved in several homeland security-related projects. The positions will pay an average of \$90,000 per year.

New Technology Jobs Coming to Virginia:

Governor Warner announced that 11,000 new technology jobs will be created in Virginia over the next five years. The jobs will be added by Booz Allen Hamilton, Incorporated, Science Applications International Corporation, SRA International Inc., and PricewaterhouseCoopers. These high-end information technology jobs will pay an average of \$79,000 annually.

Verizon to Open Customer Service Center in

Hampton: Verizon Communications is opening a new customer service center in Hampton. Once fully staffed over the next two to three years, the center will employ as many as 500 workers.

Italian-British Helicopter Manufacturer Selects Fairfax County for U.S. Home: Augusta Westland, the second largest manufacturer of helicopters in the world, is relocating its North American headquarters and consolidating operations in Reston, Virginia. The move is expected to create 300 new jobs.

Textile Firm Moving to Henry County: Texturing Services Incorporated is moving its manufacturing operations to the former VF Imagewear facility near Martinsville, Virginia. The company processes custom specialty yarns. It will invest \$14 million on the relocation and expects to hire 200 workers in the next 30 months.

Firm to Open Plant in Virginia: Lindstrand USA Inc. announced that it plans to invest \$2.5 million to open its first U.S. plant in Halifax County, VA. The company manufactures inflatable structures such as flood barriers, portable bridges and aircraft hangars. The project will create 50 new jobs.

FreightCar America to Build Rail Cars in Roanoke: FreightCar America, Inc. has leased a portion of Norfolk Southern Corporation's dormant railroad production facility in Roanoke, VA. The company will invest \$5.5 million and create 400 new jobs there over the next two-and-a-half years.

Merck to Undertake \$40 Million Expansion in Rockingham County: Merck & Company will invest \$40 million to prepare its facility in Elkton to support the production of a new vaccine candidate that is now in the company's pipeline. No additional employment was announced at this time.

L.E. Smith Owner Buys VA Glass Firm: The Mount Pleasant, Virginia firm L.E. Smith Glass Company has purchased the assets of a defunct Virginia metals company and is considering whether to run them both in Westmoreland County, PA. The company is in the process of doing a cost-benefit analysis on leaving the facility in Virginia or moving it to Pennsylvania. Shifting production to Westmoreland County would bring 40 new jobs.

Steelmaker Gerdau Ameristeel Coming to King George County: Gerdau Ameristeel is closing its rebar fabrication plant in Baltimore, Md. and moving that operation to a facility in King George County, Virginia. The relocation brings approximately 50 new jobs.

Peebles Department Stores Expanding in Mecklenburg County: Stage Stores, Incorporated, the parent company of Peebles Department Stores, is expanding and upgrading its headquarters building and distribution center in South Hill, Virginia. The upgrade will add 107 jobs to the 244 existing ones.

Phillip Morris USA to Build Research and Technology Center in Richmond: Phillip Morris USA will soon begin construction on a research and technology center in downtown Richmond. Expected to be completed in 2007, the center will nearly double the company's research space and be home to 500 scientists, engineers and support staff.

Flooring Manufacturer Picks Virginia: Designer Wood Tile & Finishing Inc., a new company that plans to manufacture finished hardwood flooring, stair tread and molding products, is opening a new plant in Russell County, Virginia. The company will invest \$4.2 million in the plant and create 155 new jobs.

Manufacturer Expanding Southampton and Mecklenburg Facilities: Narricot Industries, a manufacturer of side impact airbags and polyester and nylon webbing products for the automotive and defense industries, will invest \$20 million to expand its Southampton County facility and also begin production at its plant in South Hill. These activities will result in 138 new jobs.

Swedish Firm to Move U.S. Headquarters to Portsmouth: Lindlad USA, an international manufacturer of sheet metal products, will invest \$6 million to move its corporate headquarters from Stamford, Connecticut to its existing manufacturing facility in Portsmouth. Over three years, the expansion in Virginia will add 57 new jobs to the current workforce of 115.

TWM Cabling Solutions Selects Danville for New Assembly Plant: TWM Cabling Solutions, Incorporated, a contract-manufacturer of wire and cable assemblies, will invest \$1.6 million and employ 50 workers at the new operation.

Tecton Products to Locate New Plant in Virginia: Tecton Products LLC, a manufacturer of thin-wall shaped pultrusion products, will open a new manufacturing facility in Roanoke County. The company is investing \$5.8 million and expects to hire 58 workers.

Ridgeway Furniture Expanding in Virginia:

Ridgeway Furniture Company, a unit of the Howard Miller Company, is investing \$6 million to expand operations and add a curio cabinet division at its manufacturing plant in Henry County. Twenty-five new jobs will be added to the existing staff of 109.

Service Center Metals Expanding in Virginia:

Service Center Metals is investing \$28 million to expand and upgrade its plant in Prince George County. This project will create 32 new production positions.

Koyo Steering Systems to Expand in Botetourt

County: Japan-based Koyo Steering Systems of USA announced it will invest \$36 million in the expansion of its steering system manufacturing plant in Daleville, Botetourt County, in southwestern Virginia. The number of new jobs to be created has not been announced.

PENNSYLVANIA

Advanced Manufacturing Grant for PA County:

The Lancaster County Workforce Investment Board received a grant of more than \$1.3 million to train Pennsylvania workers for careers in advanced manufacturing. Funds from the grant will be divided evenly among a consortium of four major Pennsylvania industries: food processing, wood and lumber, plastics, and powdered metals. The Workforce Investment Board said the funding will support the training of more than 200 workers in a variety of advanced manufacturing disciplines.

Over 100 Jobs Coming to Berks County: Ashley, America's top-selling furniture company is moving a warehouse-distribution center from New Jersey to Reading, PA. Positions of those choosing not to relocate will be filled by for Berks County residents.

Depot Jobs Pave Road to Training: Local organizations and colleges have joined together to help train workers for hundreds of new jobs at Tobyhanna Army Depot in PA. To meet an increased demand for workers, the new Tobyhanna Training Consortium is designed to recruit college students in the area and offer necessary training in fields such as electronics or engineering. Total employment at Tobyhanna passed 4,000 this year and may jump another 20 percent in 2005. The increasing workload comes as the federal government continues

plans to close or merge many of the nation's military bases.

Mexican Foods Firm to Bring 232 Jobs to

Northeastern PA: A worldwide Mexican foods company will open a \$33.9 million tortilla manufacturing and distribution plant this year in Wright Township, bringing an estimated 232 jobs to the area. This is good news for local workers recently left unemployed by the closure of two major manufacturing facilities last year.

Pennsylvania Plant to Grow: The Shippensburg Sentinel reported that Schreiber Food plant in Shippensburg plans to expand. A Schreiber Food representative told the borough planning commission that the company's 10-year plan would create 200-600 jobs.

Kraft Plant in PA Adding to Production: Kraft Foods in Upper Macungie Township, PA will add production facilities to make single-serve packages for its new hot beverage system; the new line will be built in 2005. It is not yet known how many new jobs will come to this facility that currently employs 550.

Mercer County to Add 50 New Jobs: The Canadian company that manufactures aluminum bottles for Pittsburgh Brewing at its Hermitage facility has approved an expansion. The plant currently employs about 190; the investment would be made over a three-year period.

Allegheny County Airport Hopes to Lure

Manufacturing Plant: The Allegheny County Airport Authority has submitted a bid to Airbus to consider opening a manufacturing plant at Pittsburgh International Airport. The problem/challenge is that Pittsburgh's bridges, tunnels and underpasses are not designed to accommodate loads over 25 feet. The authority has mapped out a route whereby aircraft parts would be transported on barges. If the manufacturing plant comes to Pittsburgh as many as 1,100 employees would be hired.

Financial Services Firm to Close in Philadelphia:

Mortgage lender American Business Financial Services, Incorporated announced that it was abandoning its bid to resume business under U.S. Bankruptcy Court protection and would lay off its 820 employees.

Cambria County to Get 1,750 Jobs: Plans to reopen the mine tentatively called the Cresson Mine include digging a new portal into the mine in the Cresson area. The coal would be taken to the Amfire Mining Co. coal cleaning plant in Portage, PA and then hauled to Cambria Township, where it would be processed into energy. In all, the project would create more than 1,000 construction jobs as well as employ 750 at the mine and cleaning processing plants in non-construction jobs.

Citizens Bank and the Commonwealth of Pennsylvania Join Forces: The job initiative is called Citizens Job Bank through which the Commonwealth and Citizens Bank have partnered to make \$100 million in loan funds available at an unmatched interest rate of 2.5 percent to manufacturing companies that agree in return to create one new job for every \$25,000 borrowed. Over the last year the Job Bank has loaned nearly \$34 million and helped to create 1,353 new manufacturing jobs across Pennsylvania.

Supercenter to Open in Westmoreland County: A Wal-Mart Supercenter will replace a 12-year-old Wal-Mart with new features and more employees. The new store will employ 580, 300 more than the old facility.

IFP North America Announces New Location in Erie: IFP North America, a fruit juice and fruit juice blend producer, announced that it will relocate to Erie, PA. The move will create 301 jobs within three years.

Diagnostic Imaging Centers Close in Pittsburgh Area: Mid-Atlantic Imaging Network has closed its operations at six diagnostic imaging centers in the Pittsburgh area, laying off about 100 employees. The shutdown is due to financial difficulties. No specifics were released.

Pinnacle Foods Group to Close Plant in Erie: Van de Kamp will close in early July as part of a reorganization plan by corporate parent Pinnacle Foods Group, Incorporated. The decision means the loss of up to 290 jobs. Employees who stay on the job until the closing date will be eligible for separation benefits. Some workers have already taken a relocation option.

Wal-Mart Opens in Titusville: There will be more than 200 jobs at the new store, scheduled to open in July. The full and part-time jobs pay an average of

\$9.68 per hour. There are generally few employment opportunities in the Titusville area.

UPS to Build Airport Freight Hub: UPS, Inc. plans to spend approximately \$24 million to build a regional freight hub at Philadelphia International Airport. The project is expected to be completed next year and add 30 to 50 new positions.

Aphion Corporation of Philadelphia to Lay Off Employees: Aphion Corporation announced that it would lay off 40 employees and discontinue development of a pancreatic-cancer medicine. The workforce would shrink from 110 employees to 70 and the company would close a research facility in Woodland, California and two offices in San Francisco and Miami.

DISTRICT of COLUMBIA

AFL-CIO to Lay Off 80 to 100 Staffers in the District of Columbia: Due to restructuring operations, approximately 25% of the AFL-CIO's 421 employees in the District of Columbia will be laid off. The AFL-CIO is a Washington-based federation representing 58 labor unions.

Washington, DC to Lose 500 Jobs: Giant Food LLC, the largest supermarket in the District, stated that it would lay off as many as 500 Washington area workers, sell or close all of its area manufacturing operations and give up the space at its 80-acre corporate campus in Landover, Maryland. The shutdown is the biggest single layoff in Giant history. It is the final step in the transformation of the grocery chain with a local network of plants and distribution centers into a subsidiary of a global corporation. Some of the workers whose jobs are being eliminated may be able to transfer. Company efficiency was cited as the reason for the massive layoff.

WEST VIRGINIA

West Virginia Economic Growth: Morgantown leads the state of WV in economic growth. A West Virginia University Bureau of Business and Economic Research study, conducted from 1999 through 2004, revealed that the North Central WV region added jobs at a rate of 1.1% a year, far surpassing the overall state average of .1%.

The study noted that the sectors driving job growth are construction, new professional and business services and health care.

New Company to Locate in Ironton, West

Virginia: Aluminastic, a new company, will locate in the South Ironton, WV Industrial Park. The company plans to have 30 employees by the end of next year in jobs paying between \$30,000 and \$55,000 with benefits. The new company might also locate a manufacturing plant to develop a patent-pending new material, which would lead to another 30-50 jobs within three years.

Defense Contractor Relocating Operation to

West Virginia: Alliant Techsystems, Incorporated will relocate its fuse production operation from Wisconsin to the company's precision munitions manufacturing center in Mineral County, WV. The move will create 180 new jobs.

U.S. Postal Service Announces Job Opportunities in West Virginia:

The United States Postal Service is encouraging interested individuals to apply for job opportunities at various locations in West Virginia, including Point Pleasant. Job opportunities include city carrier, mail processing clerk, mail handler, or sales, services and distribution associates.

Rockwell Automation Division Lays Off

Employees: ElectroCraft Engineered Solutions, a division of Rockwell Automation, laid off 27 employees from its Gallipolis, West Virginia plant. Eighty salaried and 181 hourly employees will remain at the plant. The hourly employees are not represented by any union.

MARYLAND

Maryland Recorded 55,200 New Jobs in 2004:

Maryland was not as badly affected by the nationwide recession as most states, although the past few years have been slow. Economists say that the Maryland is benefiting from increased federal spending in defense, along with gains in construction, financial services, health care and transportation.

Maryland Company Wins 5-Year Maintenance

Contract at Naval Medical Center: A Columbia contractor L:B&B Associates has taken over maintenance and other work performed by 273

federal employees at the National Naval Medical Center in Bethesda. About 103 of the 273 have opted for voluntary early retirement or separation pay. Some of the occupations being outsourced include plumber, pipe fitter, electrician, painter, boiler mechanic, carpenter and locksmith

Marriott International to Close its Mid-Atlantic Global Reservation Center in MD:

The Marriott closure will eliminate 161 positions and is expected to take effect this spring and summer.

Plant to Close in Baltimore:

Monarch Manufacturing, Incorporated will close its Belcamp facility beginning in May. The operation is being eliminated based on the closing of the GM Broening Highway Plant in Baltimore. Monarch employs 45 workers in Harford County.

Company to Close in Frederick:

Builders First Source will close its support operation in Frederick, Maryland on May 31, 2005. The operation is being relocated to corporate headquarters in Dallas, TX. The 51 employees are being offered relocation which they had to accept/reject by May 1.

Elkton Adds 50 Jobs: W. L. Gore and Associates will add approximately 50 jobs as the company shifts some of its operations from Arizona to Maryland. The facility currently has 100 employees. Over the next two years they will incorporate functions related to surgical products, including later-phase development and manufacturing. The company does not anticipate new construction.

Steel Moves Work and Offices to Neville

Township: Frontier Steel has relocated in order to have its administrative offices and manufacturing plant in the same place. With the new location, company officials are looking to hire 3 people immediately and as many as 40 more in the near future. As the company grows more jobs will be created in occupations ranging from machine operation to clerical. Salaries will be about \$10 per hour and 100% of health-care costs will be covered.

DELAWARE

Bank to Add Jobs in Delaware: Bank of America announced it will bring about 300 new jobs to Delaware over the next two years. The bank presently

employs more than 1,300 people at two call centers in Dover and Christiana, Delaware. The new jobs, which will pay an average of \$27,000 a year, will be split equally between the two sites.

Citigroup to Move Jobs from Delaware: Citigroup announced on March 7th that it will close a credit card call center in Glasgow and move all 425 jobs out of Delaware. The majority of jobs are telephone customer service which will move to centers in Irving, Texas and Gray, Tennessee. The company will assist the employees with finding other jobs within Citigroup's nationwide operations. The Delaware Department of Labor's Division of Employment and Training will provide the affected workers with information about training and employment benefits.



Quick Fact - The Age Twist in Employment Rates (2000-2004) tilts Against Young Workers

Over the past year the number of workers has increased but the average number of teen workers fell slightly below its 2003 level, representing the fourth consecutive year of job losses among the nation's teens. No other age group has been as adversely affected by changing national labor market conditions during this period. Research on this changing pattern, its causes and an assessment of the historical uniqueness can be found at http://www.nyec.org/Employment_Rates_of_young_workers.pdf

FEDERAL PARTNER NEWS

HUD Offers Free Web Clinics!!



Secretary Alphonso Jackson talks with Chicago Web Clinic participants.

HUD is offering training opportunities to help you use the Internet to do your work. HUD's Departmental Web Managers teach these popular *FREE* classes on how to design and manage a public service website that works.

Who Should Come?

Non-profits, state and local governments, public housing agencies, faith-based and community-based organizations, tribal entities, and other HUD partner organizations.

Web Clinics target HUD partner organizations who don't already have a website or who don't quite know what to do with their websites.

What's Covered?

- Simple do's and don'ts about what to put on your website
- A step-by-step process for organizing your website - including guidelines for making your website accessible to people with disabilities
- Low-cost/ no-cost ideas for marketing your site
- Tips on how to get technical support (including someone to do that computer work for you) for free

The web is an important way to deliver services to the public. HUD wants to help you be successful in using the web to do your work. Schedule for the coming months:

Chicago 06/21/05

Grand Rapids 07/12/05

Sioux Falls 08/02/05

Albany 08/16/05

San Francisco 08/24/05

Women's Bureau Co-Sponsors Financial Empowerment Program for Asian-American Women in Philadelphia

PHILADELPHIA, Pa. – The U.S. Department of Labor's Women's Bureau, together with the Asian-American Women's Coalition, hosted a free financial literacy conference for 125 Asian-American women on Saturday, March 12, 2005. *Women Managing Those Dollars: Financial Security for Asian-American Women* was held at the Philadelphia High School for Creative and Performing Arts (CAPA).

"Women Managing Those Dollars is a national initiative designed by the Women's Bureau to empower women to become independent and secure in their own financial futures," said Shinae Chun, Women's Bureau director in Washington. "As working women, we should know all there is to know about taking care of every aspect of our lives and that includes our financial security."

The Region III day-long conference encompassed workshops on entrepreneurship, insurance and elder care; estate planning and asset protection; regional resources for low-to moderate-income households, as well as growing money through investments and financial planning.

Presenters included: representatives from Pennsylvania Senator Rick Santorum's office, American Express Financial, Morgan Stanley Financial, PNC Bank, Creative Financial Group, Price & Price, LLC, The Vanguard Group, as well as other organizations that serve the Asian community.

The program marks a yearlong effort during which the Women's Bureau will host financial security events for women in several of its regions. For more information on the Women's Bureau, go to <http://www.dol.gov/wb/>.

STATE HAPPENINGS

MARYLAND



Positive Partnerships Benefit Local Areas

American Woodmark, "America's First Choice in Cabinetry," made Allegany County, Maryland, their first choice for a new plant thanks to a team of state and county economic and workforce development partners. Their hard work and initiative brings 500

jobs to rural Allegany County within four years and the commitment by American Woodmark to build an additional plant in neighboring Garrett County that will employ 250. Peter P. Thomas, Executive Director of the Western Maryland Consortium workforce investment area, led the workforce development component "to fill up the pond with applicants."

American Woodmark was very specific about the way they wanted their recruitment handled. They had previously been successful using a system called Profile XT™, a "total person" online employment profile and application process that assesses the job-related qualities that make a person productive and matches the applicant with the right job which increases productivity and retention. Obtaining this package, along with the other incentives offered by the Maryland Departments of Economic and Business Development and Labor, Licensing and Regulation, Allegany College and Allegany County Economic Development helped to seal the deal.

The American Woodmark plant opened January 5, 2005. Over 100 people have been hired and the retention rate is high. To date, over 4,000 applicants have registered using Profile XT™. Their profiles are kept in the system for consideration as the plant grows. The Allegany County One-Stop Career Center in Cumberland, a partnership of the Western Maryland Consortium and the Maryland Department of Labor, Licensing and Regulation, had computers and staff assistance available for the application process. Allegany College of Maryland also offered assisted sessions.

Many of the people who were hired had been driving out of the county and even out of the state to work. As the third largest maker of kitchen cabinets in North America, American Woodmark offers jobs, stability and excellent benefits. This partnership of workforce development, economic development and education has made a true impact on the economic growth of the region.

Maryland Business Works

In his March 2, 2005, visit to Maryland, President Bush praised the leadership the State has shown in implementing his job training proposals. Noteworthy among his praise was Maryland Business Works, a program the Maryland Department of Labor,

Licensing and Regulation (DLLR) initiated for incumbent worker training. Using U.S. Department of Labor WIA performance incentive funds, DLLR has provided funding to 12 local Maryland Workforce Investment Areas totaling \$2 million in grants awarded and matched by employers in the state.

Maryland Business Works is an innovative initiative put forward by Governor Robert L. Ehrlich, Jr., and developed by DLLR's Division of Workforce Development. With a priority for employers with less than 50 employees and/or businesses in the healthcare industry, the initiative supports existing Maryland businesses in the retention and growth of their workforce. The employer-based training projects require an employer dollar-for-dollar match of the funds that are earmarked for incumbent worker training.

Recently, DLLR Secretary James D. Fielder, Jr., Ph.D. presented a \$20,000 check from Maryland Business Works to Chaney Enterprises of Waldorf to implement an incumbent worker training program. Their program provides training in supervisory concepts and skill building for 38 employees at the construction materials supplier. Chaney Enterprises sees this as a valuable training opportunity that will lead to promotional opportunities for these 38 workers.

"The Maryland Business Works grant provides Chaney Enterprises an opportunity to create additional jobs and improve worker retention in addition to encouraging promotion from within," said Secretary Fielder. "Creating partnerships with private industry increases the competence level of the existing local workforce helping Maryland employers become more productive, profitable and competitive, and by learning transferable skills employees gain a foothold in the future."

Maryland's continued economic strength is directly linked to its ability to produce and continuously develop a highly skilled workforce with programs such as Maryland Business Works.

SUCCESS STORY



Charlotte Harris, WorkSource One-Stop Division Director (left) & Valencia

Valencia, a Dislocated Worker, came to the Southern Maryland WorkSource program in January 2003 after being laid off from her armed security job with the government where she had worked for nine years. Since her layoff was due to a domestic dispute, she was unable to carry a weapon and needed to find work in another field.

After enrolling in the program, Valencia received an array of WIA services including basic skills assessments, career interest inventories and occupational skills training. She also took advantage of in-house workshops, including Résumé Writing, Interviewing Techniques and the weekly Job Club. Valencia had up and down moments in her job search, but with the assistance and encouragement of the Southern Maryland WorkSource team, she re-entered the workforce and has been employed since May 2004. She now works for the Charles County Public Schools system as the Security Alarm Manager.

The (Résumé) Doctors Are In! Job Seekers Get Check-up

Patient jobseekers stood in long lines and filled waiting rooms for a three-minute visit with the "Résumé Doctors."

The waiting room was the aisle of M&T Bank Stadium where the “Doctors” offered quick résumé check-ups at the Career Fair co-sponsored twice a year with The Sunpapers and the Maryland Department of Labor, Licensing and Regulations’ (DLLR) Division of Workforce Development.

“Dr.” Steve Gallison led the team of specialists including Nancy Fink and Tom Dezell from the Professional Outplacement Assistant Center (POAC) reviewing and prescribing treatment with some tough medicine: “We encourage customers to take the ‘I’s out of their résumé we call it an operation to ‘gouge out your ‘I’s,” said Gallison. “Still others use colons after the major headings and needed a ‘Colonectomy.’ We try to do this in a fun, upbeat way so as not to hurt anyone’s feelings. For a more in depth analysis and help we suggest visiting the Division of Workforce Development which also offers resume writing workshops.”

Many job fairs attendees just update their original résumé but today’s résumé has to be well-crafted and targeted to sell the candidates qualifications, skills and experiences to a particular employer for a particular position. The popular résumé Doctor idea began as a fun way to introduce the review sessions and according to Gallison began with a flourish: “Two of us arrived in lab coats, dramatically spread plastic over the floor, put on rubber gloves and proceeded to review résumés. The customers loved our info-tainment approach.”

While they use humor to gain attention, résumé reviewing is no joke. At POAC the doctors come with real credentials. Steve and Tom are Certified Professional Résumé Writers and members of the Professional Association of Résumé Writers (PARW). The other professional staff members at POAC are also extremely experienced and competent at résumé writing.

“The POAC staff works hard at making its programs fun and interesting. “We use adult training techniques to anchor ideas with fun, which allows the customers to recall the information long after the sessions,” said Gallison. POAC plans to bring the Résumé Doctors to other One-Stop career job fairs this year.

Business Services Model for Future Efforts

With the pending lay-off of almost 50 employees of Rita Ann Distributors, a cosmetics and beauty aids wholesaler of Essex, Maryland, the Business Services Unit of the Baltimore County Office of Employment & Training (BCOET) took a creative, innovative and new approach to help the soon to be displaced workers. February 28th was to be the last day that Rita Ann Distributors was to operate, following the purchase of its parent company, AmerisourceBergen to BMK of Dallas. The almost 50 employees that were not retiring, desperately wanted to keep working and as Carol Brooks, Business Services Manager stated, “ they are some of the most inspirational people I’ve seen and we were determined to help them in anyway that we could.”

Because of the extremely short timeframe in which to offer assistance, the Business Services Unit undertook a task different from normal operational procedures. Although Rita Ann was willing to pay the employees their regular salaries while they participated in BCOET sponsored seminars, workshops and services, they were unable to allow their employees to visit a One-Stop Center to do so. So, the Business Services staff along with other Center staff brought the One-Stop Center to Rita Ann.

Business Services staff were quickly able to schedule several sessions of the Center’s two-part resume writing seminar, “*Writing a Winning Resume: Building the Foundation*” to be held at Rita Ann during the employee’s workday. Because of the need for computer equipment, part two, “*Writing a Winning Resume: The Finishing Touches*” had to take place at the Eastpoint Workforce Development Center. A special session of part two had to be held in order to accommodate the Spanish speaking employees. Resource materials used to teach the resume workshops were translated into Spanish and two Spanish speaking BCOET staff persons were on-hand to help translate. In addition, an on-site recruitment event that took place at Rita Ann with employers seeking this group’s skill set and background. With the business connections and knowledge of the Baltimore County labor market, Carol Brooks and her team were able to provide Rita Ann employees with viable job opportunities.

FREDERICK COUNTY (MD) WORKFORCE DEVELOPMENT BOARD FOCUSES ON CRITICAL WORKFORCE ISSUES IN 2005

In accordance with its mission to promote the coordination and optimal use of resources, partnerships and other initiatives to meet the current and future workforce needs of Frederick County, the Workforce Development Board (WDB) is focused on the following critical issues this year:

- The Healthcare Worker Shortage
- The Immigrant Workforce
- The Aging Workforce
- Preparing Youth for the Future Workforce

Significant progress has already been made to influence outcomes in each area.

A forum was held to highlight issues related to the opportunities and challenges of employing Frederick County's increasing immigrant workforce. Following a panel discussion, board members brainstormed a list of action items to break down barriers to hiring immigrants. The list included serving as a clearinghouse for information on demographics and cultural differences, and encouraging native Marylanders and immigrants alike to learn at least a little bit of other languages.

To help prepare youth for the future workforce, the WDB sponsored a Teen Summit to provide opportunities for teen residents of Frederick County to explore solutions to issues of importance. Among the topics discussed were those of local interest such as designing a teen center, overcoming socio-economic differences and understanding how to work with local politicians and school officials to achieve community goals.

The WDB also facilitated a panel discussion on examining the aging workforce from a global perspective as well as to consider local implications of this timely issue. The panel included representatives of the local business community, Frederick County government, and the older job seeking population. Among the key points reviewed were existing biases against training older workers, financial incentives to retirement for older workers, and the need to better educate the public regarding the perception versus the reality of older employees in the workplace.

To help decrease the healthcare worker shortage, the WDB is committed to encouraging public-private partnerships. Such partnerships can help to develop qualified teachers for the healthcare field as well as train new and existing care staff on technology used in the workplace.

WEST VIRGINIA



Correctional Center Jobs

The McDowell County Correctional Center in conjunction with West Virginia Work Force, Region One held a job fair in January to have prospective employees prepare applications for approximately 120 positions at the under- construction Stevens Correctional Facility in Welch. Corrections staff from the existing Welch facility were on hand to discuss specifics of the corrections profession, employee conduct, background requirements and respond to questions.

Classes started in April for new-hires to begin learning the proper techniques of corrections. This will provide a head start prior to the seven week training in Basic Corrections procedures at the West Virginia Corrections Academy prior to being placed on the job. The Stevens Facility is scheduled to begin operations on December 1, 2005.

WEST VIRGINIA GWID RELEASES SELF-SUFFICIENCY STANDARD STUDY RESULTS

The Governor's Workforce Investment Division (GWID) of the West Virginia Development Office released the results of a self-sufficiency standard study for the state. "The self-sufficiency standard measures how much income is needed for a household of a given composition in a given place to adequately meet its basic needs without public or private assistance," said Ronald Radcliff, director of GWID. "This information can be used as a policy tool to target job training and education resources."

Dr. Diana Pearce, director of the Center for Women's Welfare at the University of Washington, conducted the research and wrote the report. "True-self sufficiency involves more than a job with a certain wage and benefits at one point in time," Dr. Pearce stated in the study. "It is a larger goal toward which one is striving and a process that one is engaged in. Central to these efforts is access to education, training, and jobs that provide real potential for skill development and career advancement over the long term." Annual self-sufficiency wages by county were reported in the study. The study will be reported to the speaker of the House of Delegates, the president of the Senate, the workforce investment council, and the legislative oversight commission on workforce investment for economic development every two years.

The study is online at www.WORKFORCEWV.org. Contact Dr. Pearce at (206) 616-2850 for more information about the standard or findings reported. Contact Mary Jane Bowling at (304) 558-7024 for more information on using the standard in West Virginia.

The Interagency Collaborative Team (ICT) of GWID coordinated the study. ICT members are representatives from state agencies that affect the workforce development system in West Virginia. The team address issues cutting across agency boundaries and facilitate common approaches to the improvement of the system.

For more information on GWID, access www.wvdo.org.

WORKFORCE WEST VIRGINIA HONORS VETERANS AT WORK AND IN BUSINESS

WORKFORCE West Virginia partnered with the U.S. Small Business Administration (SBA) and the West Virginia Small Business Development Center (SBDC) to honor veterans at work and in business. "Getting Veterans Back to Business" receptions across the state celebrated the achievements of veterans in the workplace and showcased services offered by WORKFORCE West Virginia career centers, the SBA and the SBDC for veterans who are small business owners, employees, or job seekers. Ten receptions were held from September through November 2004. "The veterans' celebrations emphasized the importance of veterans in the state's workforce," said Ron Radcliff, director of GWID. "Men and women in the armed forces acquire the leadership skills and discipline needed to succeed in today's global marketplace."

"More than 4.5 million veterans across the nation own their own businesses," said Judy McCauley, district director of the SBA. "We're here to provide assistance to the veterans who are already in business as well as those who transition each month from the military into the civilian sector and want to start their own small businesses."

WORKFORCE West Virginia career centers offer valuable services to job seekers: skill assessment and aptitude testing; assistance with resume building, interview skills and job search; career and occupational information; occupational skill training; adult education and literacy; other specialized services for mature workers, youth, people with disabilities, veterans, dislocated workers and cash assistance recipients. For information on WORKFORCE West Virginia, visit www.workforcewv.org or call (877) 967-5498.

VIRGINIA



VEC/WIA Partners with Local Employer to Employ Ex-Offenders Virginia-Crater Area XV



Surrounded by several state and local correctional centers, the challenge to place **ex-offenders** into the workforce is especially of concern in the local community in Emporia, VA. Local staff, partners and employers have convened to discuss methods to provide awareness of available services for these hard to serve customers.

One success story! In April 2005, an ex-offender came into the Virginia Employment Commission/Virginia Workforce Center in Emporia. Recently released after several years of incarceration, he was having difficulty finding employment.

He was referred for a job interview at Toll Integrated Systems, a local luxury home builder, but froze to the extent he could not answer the questions. As a result, the employer's Human Resources Manager contacted the Emporia VEC office to converse with the WIA case manager. It was decided that the client needed Intensive Services and Job Readiness training to prepare him to re-enter the workforce.

He was enrolled in the WIA Adult program and received resume writing assistance, Job Readiness Training and one-on-one interview coaching. After a second interview, he was hired full-time at Toll as an entry-level builders' helper. He has since re-visited the VEC to thank the case manager for the assistance she provided in finding employment.

PENNSYLVANIA



One-Stop News! Berks County Expands Business Services

The Pennsylvania CareerLink ~ Berks County has increased its capacity to serve business customers by adding a Business Development Team to its "One Stop" configuration. That decision came after the Managing Partners of the CareerLink Operator Consortium and the Berks County Workforce Investment Board independently identified increased business services as the critical next step in CareerLink development.

The WIB's update of its Strategic Plan concluded that staff fully dedicated to development of long-term relationships with area companies was needed to improve market penetration and reach today's more decentralized labor market of smaller employers. The CareerLink Operator recognized that its current partners' staffing level was increasingly taken up by job seeker services including the need for individualized job development for those having difficulty in adjusting to market changes.

The WIB committed additional Workforce Investment Act funding and after an open and competitive Request for Proposals process, approved a contract award to EDSI, a company with long experience in workforce development.

Bill O'Brien who leads the start-up effort for the new Business Services Team looks forward to a productive partnership. "We'll be aiming at face-to-face company contacts, an increased number and quality of job orders, and cultivating long-term relationships and more opportunities to serve the Business customer."

For further information contact: Ed McCann at 610-988-1363.



The Top of His Class

Many clients who pass through the doors of the neighboring Pennsylvania CareerLink or a "One Stop" Employment Resource Center are either performing a personal job search or looking for an unknown that will enrich their career and ultimately their lives quite dramatically.

One such young man recently visited the Alle-Kiski Pennsylvania CareerLink, located in New Kensington, Pennsylvania to perform a job search. After much soul searching and upon completion of an application for a Work Skills Program, Cory Lambing began his dramatic career plan by being accepted into the Arbor Work Skills Program. At the time, Cory was 17 years-old, unemployed and seeking to obtain his GED. Arbor's 8-week Work Skills Program not only complemented his schedule, but the program also offered him an opportunity to study for his GED.

Upon graduation, Cory received a Work Skills Certificate and an employment portfolio, which included a resume and letters of recommendation. Shortly thereafter, Cory obtained his GED. What is most striking about his success is that not only does he have academic accomplishments, but he also finds

himself in a career quite remarkable for an 18 year-old. Just weeks later, Cory has become an assistant manager at the "TOP HAT TUXEDO STORE" which has three locations within the Pittsburgh, Pennsylvania area. To illustrate this young man's entrepreneurial spirit, Cory used some of his savings to become part owner of the three-store business and has stock in the organization.

Arbor and the Alle-Kiski CareerLink are very proud of Cory's achievement as it shows that CareerLink programs are very beneficial and successful for a variety of clients. Although, the Arbor program is comprised of a structured 8-week program that includes an academic component, coupled with life skills attainment and a work skills component, it is indeed a client-centered approach to finding viable employment for the clients being served. A number of clients who have entered this program have been quite successful. Such success includes a client who was hired by a local newspaper and a client hired by a physician's office as a receptionist/file clerk. Other notable success stories include clients working in such areas as manufacturing, retail and customer service.

Keystone Transit Career Ladder Partnership Statewide Initiative

Established in December 2001, the Keystone Transit Career Ladder Partnership is a unique statewide labor-management partnership bringing together 25 public transit employers across Pennsylvania as well as six unions, including the Transit Workers Union and the Amalgamated Transit Union. The partnership addresses the skill and workforce impacts of technological change in the transit industry. The transit employers include large, medium and smaller transit agencies that employ approximately 10,000 workers.

Background

Nationally, the transit industry has the fastest growing employment of any sector within the transportation industry. Fueled by growing congestion and delays in auto traffic and the expected retirement of "baby boom" mechanics, there could be as much as 70 percent turnover in some areas.

At the same time, the industry, like many others, is impacted by technological change including clean propulsion systems, real-time information systems and the increasing use of digital and electronic technologies. This training partnership was developed to fill this need in Pennsylvania.

Goals

Over the four phases of the initiative, goals include assessing skill needs of incumbent workers, offering new skills to enable advancement, recruiting new employees using an apprenticeship model, and encouraging more effective partnerships between labor and management and also among Pennsylvania's transit authorities.

Activities

Keystone Partnership's main activity has been to identify training needs and to design appropriate training offered at convenient locations to each agency. Labor - Management committees are now developing standards for the training across the Commonwealth that can be applied towards apprenticeship and promotion proposals to collective bargaining units.

Results

Over 760 maintenance employees have completed or registered for Keystone-sponsored training. Over 100 workers have been promoted to higher job classifications because of Keystone-provided training. Technical Preparation courses and standards are available to offer custodians and other interested workers the opportunity to enter this career ladder. The Keystone Partnership has gathered bus maintenance data over the past three years that will be used in a national project to further develop standards for bus mechanic certification and related training. Further information and testimonials can be obtained at: <http://www.keystonetransit.org>.

Educating Parents on the Changing Workforce

A presentation from the Human Capital Policy Initiative (HCPI), a project of the University of Pittsburgh's Institute of Politics, is sending the message to area youth that post-secondary education is no longer an option but a requirement. "The Rules

Have Changed, Play to Win: New Thinking on Career Success" has been viewed by over 3,000 youth in Westmoreland and Fayette counties.

The Westmoreland-Fayette Workforce Investment Board Youth Council trained students from area high schools and Career & Technology Centers to give this PowerPoint presentation to middle and high school students. While youth were learning about the changing workforce, their parents were not hearing the same message. In order to reach the parents, the Youth Council developed a website, www.stopbraindrain.org, featuring the HCPI presentation along with links to career websites. Flyers announcing the website have been distributed to 9th grade students by the Westmoreland-Fayette Council of the Boy Scouts of America during their annual career interest survey. Parents who view the presentation can register on the website and enter a special code found on the flyer to become eligible to win a one night stay and dinner for two at Nemacolin Woodlands Spa and Resort. In the one month since the website went live, over 200 parents have visited the site and viewed the presentation.

Human Capital Policy Initiative

Six Beaver Falls youth involved in Job Training for Beaver County's Youth Program were selected to speak for the University of Pittsburgh at the Beaver County Vo/Tech Opportunity Fair on March 17th. As part of the Human Capital Policy Initiative (HCPI), sponsored by the University of Pittsburgh, these students were chosen by Vanessa Lund, Project Director, to present information about the program. They have been involved with HCPI, along with students from Washington & Greene Counties sponsored by Southwest Training Services for the past few years as part of the Youth Programs offered by the Southwest Corner Work Investment Area.

The Human Capital Policy Initiative (HCPI) is a communications campaign that educates Southwestern Pennsylvania residents about the economy and career implications. Many of the speakers are student leaders who then present to their peers and parents. These volunteers present economic and workforce information in a wide variety of venues.

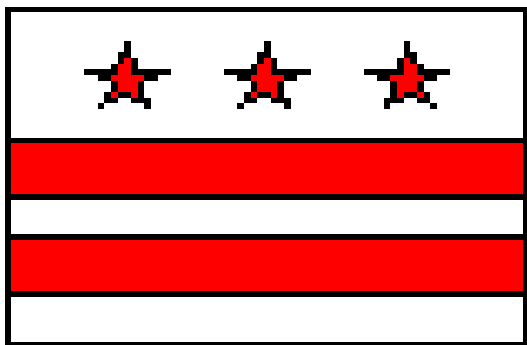
These “**Student Ambassadors**” present information on the changing economy in Southwestern PA.

The presentation was centered upon information concerning the topic, “**Healthcare Careers in Southwestern Pennsylvania: Right Time, Right Place**”. These students were also present November 18th at the Beaver County Transition Coordinating Council Meeting hosted at VEKA, Inc. Meeting was attended by over 160 peers and High School Counselors from all 15 Beaver County School Districts. The invited students were Elesya Bable, Brooke Cleckley, Ian Coleman, Annie Howard, Amber Jeffries and Shawree Melton.

School District Sharing DOL Info

As part of a two-year partnership with the U.S. Department of Labor (DOL), the School District of Philadelphia is planning to provide federal youth employment information to each youth who applies for a work permit. Resources include information about the Fair Labor and Standards Act and workplace protections and programs for workers under age 18. DOL will also present training seminars and give presentations to young workers and their parents. For information, contact DOL at 1-866-4USWAGE or the Philadelphia District of the Wage and Hour at 215-597-4950.

DISTRICT OF COLUMBIA



Nationals’ Baseball Hires 80 Percent District Residents

This winter, when 2,970 people attended a hiring event at the D.C. Armory seeking baseball-related

employment, the results exceeded even the optimistic forecasts of the D.C. Department of Employment Services (DOES). According to an analysis of the event released in late March, District residents filled more than 1000 (80%) of the jobs available at the job fair. ARAMARK, IM Parking and RFK Stadium, operated by the Sports and Entertainment Commission, were the three principal employers served at the Armory event. ARAMARK had the most positions, 800 seasonal and part-time. Contemporary Services Corp. also recently recruited for approximately 200 jobs.

The promise of new jobs and economic development was one of the principal selling points in bringing Major League Baseball back to Washington. The Department of Employment Services started preparing last fall. The agency created Project Grand Slam in November 2004; staff conferred with workforce officials in Philadelphia, where they looked at services provided by other public employment agencies relating to sports hires; and closely examined other cities that had successfully served similar workforces.

At RFK Stadium, DOES is operated from a satellite office in a trailer in the parking lot. For the Armory recruitment event, DOES staff implemented a screening system that evaluated jobseekers twice before their first contact with employers. Fifty employees from DOES worked the event. The final piece of the recruitment puzzle came together in work with Kevin Uhlich, the Nationals liaison with DOES, and the team at the Sports Commission, many of whom worked with the Washington Convention Center Authority.

Project Grand Slam:

DOES had experience working with many of these same employers and officials from MCI and Convention Center projects. Despite the part-time and seasonal nature of much of the work, the jobs are valuable stepping stones to permanent employment. ARAMARK employees get food training and alcohol awareness training that can translate to jobs in other facilities, at FedEx Field and MCI Center. The Department of Employment Services implemented Project Grand Slam as a major employee recruitment initiative to provide job applicant screening and assessment, skill matching, referrals and follow-up/retention services that will identify potential candidates for stadium employers.

The priority of this project is to maximize job placements by providing a continuous supply of skilled and productive workers for key occupations identified by both RFK Stadium and the new D.C. stadium vendors. Another goal is to assist community growth through the economic well-being of District residents.



D.C. Youth Opportunity Program's Vocational Training Produces Young Artisans

At a time when vocational training has been phased out of many District of Columbia high schools, the community-based Covenant House Washington Artisans Workshop delivers a one-on-one, hands-on, pre-employment training program in fine and production woodworking. Each year the program equips 24 homeless and at-risk youth with the skills, experience and attitude to earn jobs with local cabinetmakers.

Ebone Campbell came to the Artisans Program as a high school graduate with work experience in child care. Ebone, a charismatic and strong young woman, decided that she was going to push past her personal boundaries and pursue employment in the trades to support her fall enrollment in the University of the District of Columbia.

During her six month tenure as an Artisan, Ebone was a natural leader, taking responsibility and ownership of activities and projects that led to sales exceeding \$4,000. She led the fabrication of several radiator covers for a local charter school, fabricated

four sets of children's chairs and tables for a local homeless shelter and designed and fabricated several plaques, gifts and awards with a computer controlled router. She also created a series of engraved executive gifts – a set of hardwood boxes, made for a prominent District firm.

Ms. Campbell was a natural candidate for an entry-level position that opened at Casework, Ltd, a high-end millwork shop in Silver Spring, Maryland which fabricates fine woodwork for law offices and corporate headquarters. Ebone is now working with 25-year veterans of the millwork industry – a unique learning opportunity for any aspiring woodworker. She has received support from her supervisors and coworkers as she adjusts to her new career. The only female African-American in the shop, she defies stereotypes. Ebone clocks in at 6 a.m. to take advantage of overtime opportunities whenever possible. Her growing personal and financial independence are strengthening her hopes for success.

The Artisans program is one of many training opportunities made available through the Youth Opportunity Grant. For more information contact Covenant House Washington's Artisans Program at (202) 610-6519.

Local Faith-Based Grant Recipients Target Hard to Serve D.C. Residents with Job Training and Support Services

The District of Columbia Workforce Investment Council (WIC), in collaboration with the Department of Employment Services (DOES), recently received an eighteen month \$494,308 discretionary grant from the US Department of Labor, Employment and Training Administration's Center for Faith-Based and Community Initiatives. As a result, grant funding has been awarded to six local faith and community-based organizations to make job readiness training and job placement assistance available to jobless District residents. The District was one of 12 national grant recipients.

"This grant will target our hardest to serve jobless residents in neighborhoods where there are unusually high levels of poverty and joblessness," said Department of Employment Services Director Gregg

Irish. “The WIC and DOES have partnered with grass root organizations that can offer job readiness skills and social support services – such as transportation, access to clothes, and child care.”

There were seven neighborhoods identified in the WIC’s faith-based grant proposal. Of the 22 local proposals submitted to the WIC and DOES for funding consideration, sub-grants ranging from \$35,000 to \$50,000 were awarded to:

- Mt. Lebanon Baptist Church – Wards 5 and 6 (Sursum Corda/North Capitol/Trinidad)
- New Commandment Baptist Church Jobs Partnership – Wards 2 and 4 (Petworth and Georgia Ave.)
- ARRIBA Center – Wards 1 and 2 (Columbia Heights, Downtown and Mt. Pleasant)
- Columbia Heights Development Corporation – Ward 1 (Columbia Heights, Mt. Pleasant, Georgia Ave)
- National Association for Community Empowerment – Ward 8 (Condon Terrace, Elvans Road, Anacostia)
- Upper Room Baptist Church – Ward 7 (Benning Road, Lincoln Heights, Benning Terrace and East of the River neighborhoods).

Each organization will provide much needed job readiness assistance and job referrals, as well as training for the General Education Diploma, substance abuse counseling, shelter and other services linking residents with the DOES One-Stop Career Centers and community resources. The overall goal, as outlined by the Department of Labor for the twelve sites selected sites, is to place approximately 2,000 individuals in jobs nationwide. The District’s goal is to place 150 residents into jobs and monitor their retention for at least six months while providing them with needed support to sustain employment.

For additional information about available faith and community-based programs, contact the Department of Employment Services at 202-698-6001.

DELAWARE



Disability News contributed by the Navigator Info newsletter of the Delaware Workforce Investment Board. to subscribe, contact Lisa Brack, 302-856-5230. lisa.brack@state.de.us

Disability Employment 101 is a guide to acquaint business leaders with programs and resources to assist them in hiring people with disabilities. The publication includes information about how to find qualified workers with disabilities, how to put disability and employment research into practice and how to model what other businesses have done to successfully integrate individuals with disabilities into the workforce.

Visit:

www.ed.gov/about/offices/list/oser/products/employmentguide/index.html.

recruitability is a web site targeted to connect proactive employers with job seekers with disabilities. It offers totally free online recruiting, resume posting, job posting and resume search. The site also has the capacity for live chat. The concept is ideal for companies wanting to do batch job posting or vocational rehabilitation counselors wanting to do batch resume posting. Contact:

www.disabledperson.com/recruitability.asp.

National Dissemination Center for Children and Disabilities (NICHCY) serves as a central source of information on:

- Disabilities in infants, toddlers, children and youth
- *IDEA*, the law authorizing special education
- *No Child Left Behind* as it relates to children with disabilities
- Research-based information on effective educational practices

Visit: www.nichcy.org/index.html

Useful Websites

"It All Adds Up" is an interactive web site designed to assist high school aged youth with understanding personal finance and the proper use of credit. There are five educational modules: basic budgeting, saving and investing, buying a car, getting and using credit and going to college. Access at <http://italladdsup.org>.

Ansell-Casey Life Skills Assessment (ACLSA)

The Casey Foundation offers the ACLSA assessment tool online free of charge. Youth and/or his or her caregivers complete a series of statements that generate a scored life skills assessment. The report identifies areas for potential growth and goal setting. Communication skills, daily living, home life, self care, work and study habits and relationship building are among the topics reviewed. To access ACLSA go to, <http://www.caseylifeskills.org/index.htm>.



Upcoming Events

Workforce Innovations is a unique opportunity to network with the nation's key workforce investment leaders, business executives, workforce board members, education policy makers and other change agents. No other forum offers this much expert insight into challenges faced as today's solutions-based revolution in workforce investment advances. Register at www.WorkforceInnovations.org.



3rd Annual Workforce West Virginia Conference

Attendees will learn innovations and trends in the workforce investment field, share lessons learned and build a network of colleagues from West Virginia and the mid-Atlantic Region.

Place: Mountaineer Race Track And Gaming Resort, Chester, West Virginia

Dates: July 20-22, 2005

(Pre-Conference Activities on July 19)

To register: (www.workforcewv.org) and select the conference information button or call 1-877-967-5498. For hotel reservations call 1-800-489-8192.

A Workforce System-Wide Calendar of Events provided by ETA

<http://www.workforcetools.org/calendar.asp> can be found on the "Workforce Tools for the Trade," a USDOL website designed to help workforce development professionals excel.

U.S. General Services Administration Presents Hispanic Small Business Procurement Conference

The first General Services Administration Hispanic Small Business Conference is scheduled for Tuesday, August 30th, 8:00am - 3:30pm, at the Ronald Reagan Building and International Trade Center (1300 Pennsylvania Avenue, N.W. Washington DC). Learn how to do business with the federal government; develop relations with general contractors who have current contracts with the federal government; experience marketing and networking opportunities with small businesses and entrepreneurs. Sponsor, exhibit and presentation opportunities are available. To register contact Blanca Giron at (703) 790-0303 or [email](mailto:blanca.giron@gsa.gov).

MORE IMPORTANT RESOURCES:

DOL: www.dol.gov

ETA: www.doleta.gov

ATELS: www.doleta.gov/atels_bat.

Casey Life Skills: www.caseylifeskills.org

Catalog of Federal Domestic Assistance: www.cfda.gov

Faith-Based Initiatives: www.dol.gov/cfbci

Grant Opportunities: www.grants.gov

and www.fedgrants.gov

National Association of State Workforce Agencies: www.naswa.org

Non-profit Good Practice Guide:

www.nonprofitbasics.org

Tools of the Trade: www.workforcetools.org

U.S. Government's Official Portal: www.firstgov.gov

The Office of Juvenile Justice and Delinquency Prevention (OJJDP) announced the availability of "OJJDP News @ a Glance," March/April 2005. The bimonthly newsletter provides readers with news about OJJDP activities, publications, funding opportunities, and events.

This issue's lead article describes OJJDP's Enforcing Underage Drinking Laws Program. Other topics include the OJJDP truancy prevention Web site and National Youth Service Day. "OJJDP News @ a Glance," March/April 2005, is only available online at http://www.ncjrs.org/html/ojjdp/news_at_glance/209154/index.html.

To subscribe, visit the OJJDP Web site at <http://www.ojp.usdoj.gov/ojjdp/>.

Work-based Learning.Org – Is an online tool bank for individuals designing and administering work-based learning programs, to learn more visit: www.work-basedlearning.org/

Farmworker Health Sites Environmental Protection Agency Pesticide Safety Program
<http://www.epa.gov/pesticides/safety/>

- Migrant Clinicians Network
<http://www.migrantclinician.org/>
- National Center for Farmworker Health, Inc.
<http://ncfh.org/>

~~~~~

**PLEASE SHARE THIS ISSUE.....**If you know anyone who would like to be added to our mailing lists for *INITIATIVES* and grant opportunities, please provide name, organization, address, phone and e-mail addresses to April Hunt, Workforce Development Assistant, at [hunt.april@dol.gov](mailto:hunt.april@dol.gov). If you've printed this, please recycle.



If you would like to publicize an upcoming Workforce Development event or have an idea for an article, have comments on this issue, please contact:  
Mark Hyman, Editor / [hyman.mark@dol.gov](mailto:hyman.mark@dol.gov)

ETA thanks all contributors to this *INITIATIVES* edition. Some articles have been edited to accommodate space limitations. We regret that all items received could not appear.

*INITIATIVES* Staff: Dennis Dougherty, Jennifer McGraw, John R. Kolecki, Maureen Wilkin